

NEWS RELEASE

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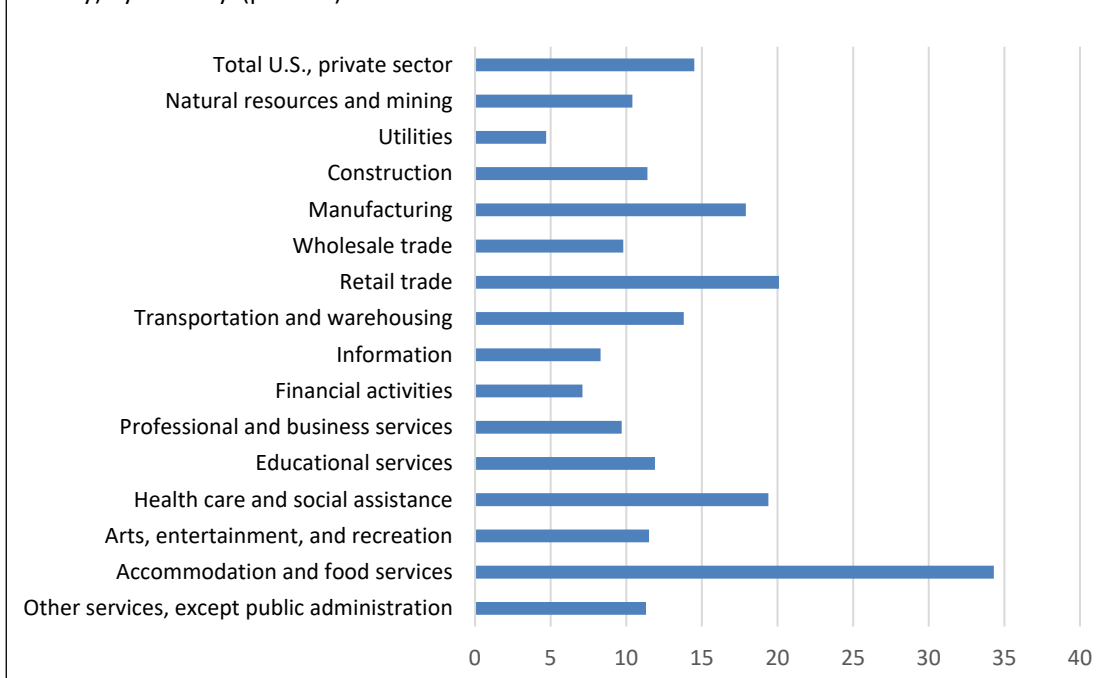
U.S. BUSINESS RESPONSE TO THE COVID-19 PANDEMIC — 2021

The U.S. Bureau of Labor Statistics has developed new data on how U.S. businesses changed their operations since the onset of the coronavirus pandemic. This information aids in understanding how businesses responded during the pandemic. The new data provides additional insights by asking employers what they experienced as a result of the pandemic, how they responded, and expectations for the future at their business. These data are from the 2021 Business Response Survey (BRS) to the Coronavirus Pandemic. BRS data were collected from July 27 through September 30, 2021. Results by topic include telework, workplace flexibilities, changes in pay, COVID-19 workplace requirements, office space footprint, relocation, supplementing workforce, automation, drug and alcohol testing, and COVID-19 loans or grants. A detailed, national data table including standard errors along with detailed industry, state, and employment size data tables by topic are available online at www.bls.gov/brs.

COVID-19 Pandemic and Changes in Pay

- Nationwide, 14.5 percent of establishments (1.3 million, employing 20.6 percent of all workers) increased straight-time wages or salary as a result of the pandemic.

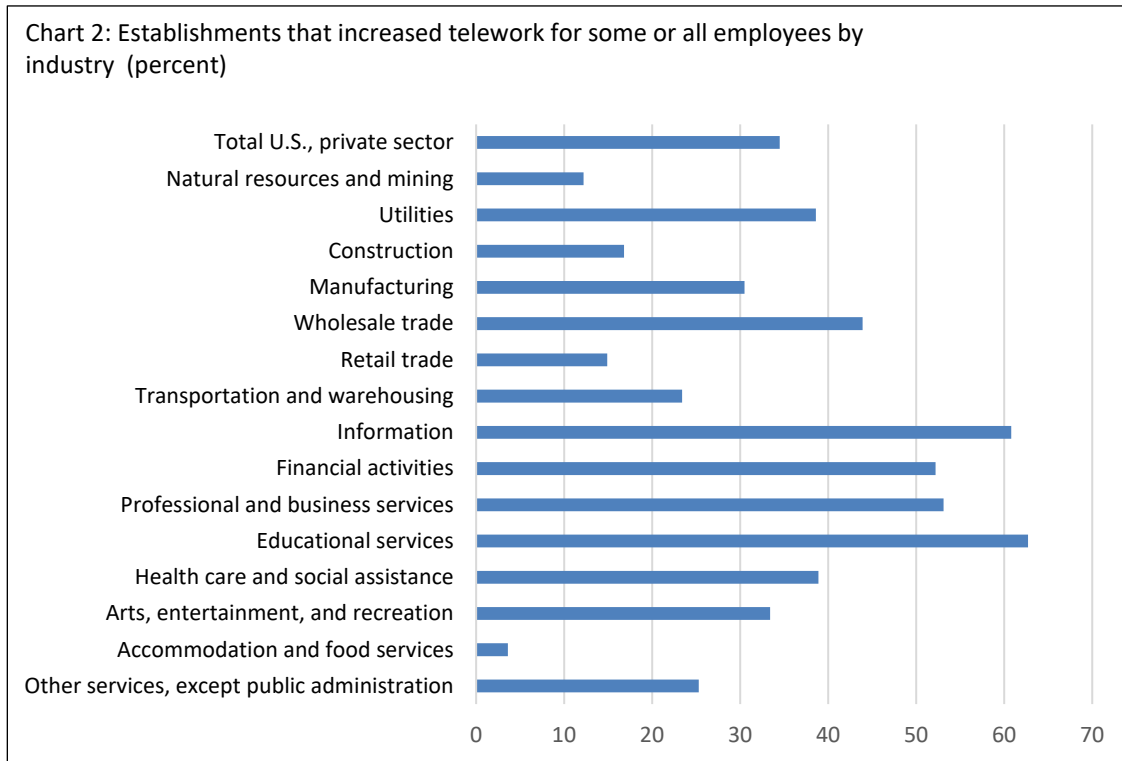
Chart 1: Establishments that increased base wages (straight-time wages or salary) by industry (percent)



- Nationwide, 5.5 percent of establishments (470,000, employing 15.7 percent of all workers) temporarily offered hazard pay or an hourly bonus and 9.4 percent of establishments (809,000, employing 23.6 percent of all workers) paid one-time special monetary bonuses for working during the pandemic.

COVID-19 Pandemic and Changes in Telework

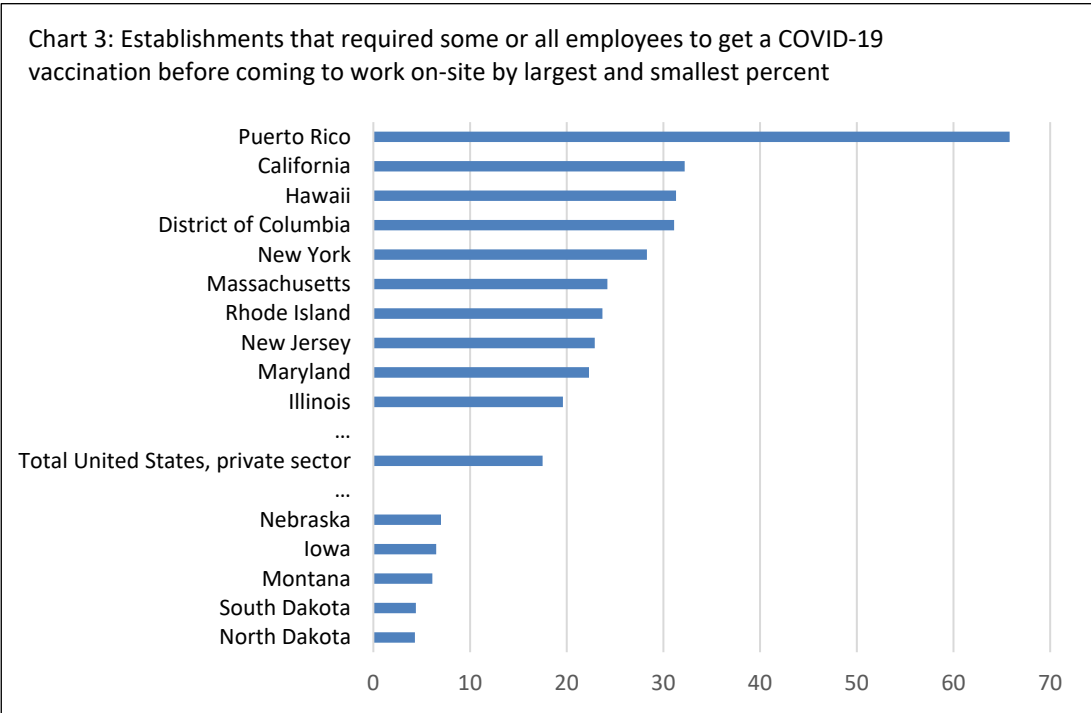
- Nationwide, 34.5 percent of U.S. establishments increased telework for some or all of their employees.



- Among U.S. business establishments that increased telework during the pandemic, 60.2 percent expect to keep the increases permanent when the pandemic is over.

COVID-19 Vaccinations at Establishments

- Nationwide, 17.5 percent of establishments required some or all employees to get a COVID-19 vaccination before coming to work on-site.

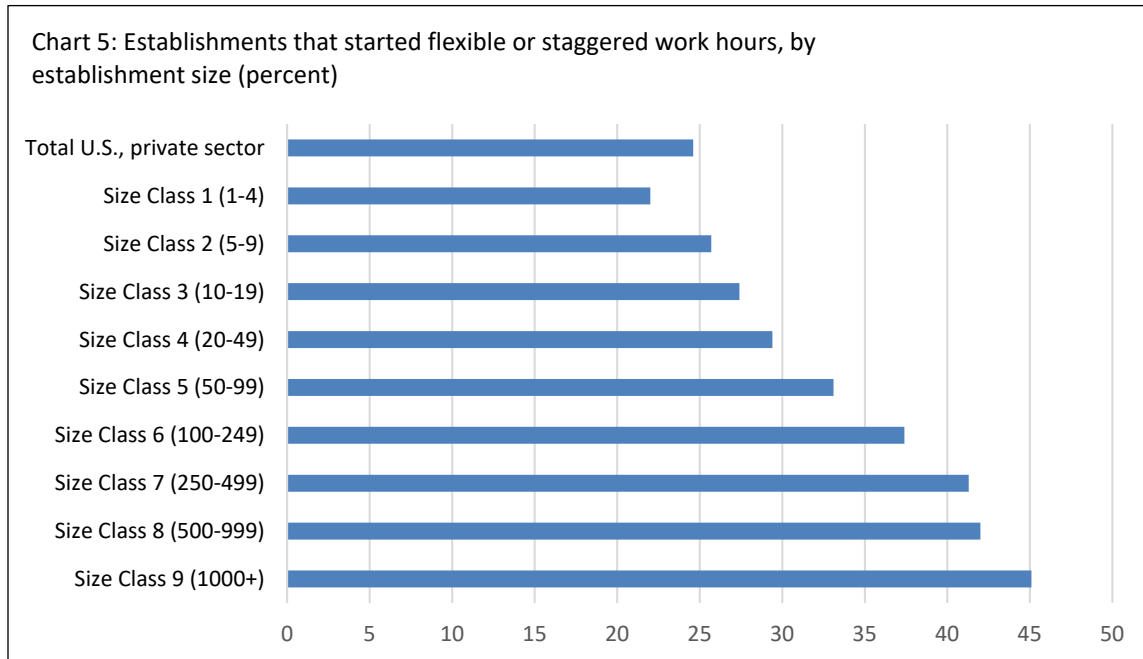


- A larger share of establishments, 28 percent, offered some or all employees a financial incentive or paid time off, or permitted employees to remain on the clock to get a COVID-19 vaccination.



COVID-19 Pandemic and Flexible or Staggered Work Hours

- Nationwide, 24.6 percent (2.1 million, employing 33.8 percent of all workers) of U.S. establishments started to offer flexible or staggered work hours to employees.



Additional Industry, State, and Employment Size Data for the 2021 Business Response Survey to the Coronavirus Pandemic

Tables with detailed, comprehensive industry, state, and establishment size class data for this survey along with highlighted results, industry, and size charts and state maps and can be found online at www.bls.gov/brs.

- Industry, state, and establishment size class data tables are available online at www.bls.gov/brs/data/tables/2021.
- Industry and establishment size class charts and state maps are available online at www.bls.gov/brs/data/charts/2021.

More Information

- The 2021 Business Response Survey (BRS) to the Coronavirus Pandemic is a survey of private-sector business establishments designed to collect information on how businesses changed their operations in response to the coronavirus pandemic.
- Data were collected from private-sector establishments only; government establishments were not surveyed. As a result, the estimates of establishments and employment refer to private-sector establishments and employment. Total U.S. estimates include the 50 states, District of Columbia, and Puerto Rico.
- The 2021 BRS Technical Note is available online at www.bls.gov/brs/methods/2021-technical-notes.htm.
- An earlier survey, the 2020 BRS, asked seven questions about changes businesses made to their operations during the pandemic through September 2020. These data are available online at www.bls.gov/brs/2020-results.htm.
- Definitions for terms used in this news release are available in the BLS Glossary at www.bls.gov/bls/glossary.htm.

Table 1: Business response to the coronavirus pandemic 2021 - Total U.S., private sector for all results ^{1 2}

Result	Percent of establishments	Number of establishments	Percent of employment in establishments	Employment in establishments
TELEWORK				
Establishments that increased telework for some or all employees ³	34.5	2,974,457	50.5	58,945,807
Establishments with increased telework that expect the increase to continue when the coronavirus pandemic is over ⁴	60.2	1,942,015	56.1	37,421,595
Establishments with all of their employees teleworking all of the time ⁵	10.3	883,646	3.0	3,472,028
Establishments with some of their employees teleworking ⁵				
Establishments with all of their employees teleworking rarely or never ⁵	60.1	5,174,962	50.0	58,422,183
WORKPLACE FLEXIBILITIES				
Establishments that started flexible or staggered work hours ³	24.6	2,117,659	33.8	39,404,979
Establishments that started compressed or alternative work schedules ³	12.2	1,054,515	18.1	21,132,601
Establishments that started voluntary reductions in hours worked (change to part-time or reduced hours) ³	11.0	944,217	14.4	16,798,765
Establishments that started job-sharing (two employees split hours/tasks of a full-time job) ³	2.3	198,133	2.7	3,176,319
Establishments that started paid leave for dependent care (additional paid leave of any kind for employees with dependent care responsibilities due to the coronavirus pandemic) ³	6.5	562,420	14.4	16,799,327
Establishments that started at least one of the employee flexibilities specified in results 4.1-4.5 ³	34.5	2,972,598	47.1	54,992,171
CHANGES IN PAY				
Establishments that increased base wages (straight-time wages or salary) ⁶	14.5	1,245,918	20.6	24,008,436
Establishments that temporarily paid a wage premium/extra hourly amount for working during the pandemic (hazard pay, hero pay, or hourly bonus) ⁶	5.5	470,334	15.7	18,332,539
Establishments that paid one-time special monetary awards/appreciation bonuses for working during the pandemic ⁶	9.4	808,585	23.6	27,599,965
Establishments that paid one-time bonuses to newly hired workers (signing bonuses for new employees) ⁶	2.4	206,575	9.4	10,980,831
Establishments that paid workers who referred others to apply for jobs (recruitment bonuses to current employees) ⁶	4.5	385,274	16.6	19,388,566
Establishments that made at least one of the changes in pay specified in results 5.1-5.5 ⁶	24.2	2,081,386	45.8	53,464,136
COVID-19 WORKPLACE REQUIREMENTS				
Establishments that required some or all employees to routinely wear a face covering or any protective gear while they were on-site ⁵	58.3	5,023,965	73.9	86,328,311
Establishments that required employees working on-site to have a temperature screening prior to entering their place of work ⁵	24.1	2,073,362	36.0	42,007,147
Establishments that required some or all employees to get a COVID-19 vaccination before coming to work on-site ³	17.5	1,508,635	14.4	16,826,598
Establishments that offered any employees a financial incentive, paid time off, or permitted employees to remain on the clock to get a COVID-19 vaccination ³	28.0	2,407,846	44.7	52,216,593
Establishments offering a vaccine incentive that required some or all employees to get a COVID-19 vaccination before coming to work on-site ³	28.4	744,796	19.9	11,578,481
Establishments NOT offering a vaccine incentive that required some or all employees to get a COVID-19 vaccination before coming to work on-site ³	13.6	823,264	10.3	7,128,208

Table 1: Business response to the coronavirus pandemic 2021 - Total U.S., private sector for all results 1 2 -- Continued

Result	Percent of establishments	Number of establishments	Percent of employment in establishments	Employment in establishments
COVID-19 WORKPLACE REQUIREMENTS -- Continued				
Establishments requiring some or all employees to get a COVID-19 vaccination that offered employees a financial incentive, paid time off, or permitted employees to remain on the clock to get a COVID-19 vaccination ₃	45.9	816,897	57.8	18,615,738
Establishments NOT requiring employees to get a COVID-19 vaccination that offered employees a financial incentive, paid time off, or permitted employees to remain on the clock to get a COVID-19 vaccination ₃	24.3	1,718,683	42.2	43,104,654
ESTABLISHMENT SPACE SIZE				
Establishments that decreased their square footage of space ₃	5.5	472,809	4.2	4,901,183
Establishments that increased their square footage of space ₃	3.6	306,131	5.1	5,954,686
Establishments that have about the same square footage of space ₃	91.0	7,835,547	90.7	105,893,803
Establishments that expect to decrease their square footage of space in the next 12 months ₇	4.0	344,831	3.3	3,874,332
Establishments that expect to increase their square footage of space in the next 12 months ₇	3.6	307,372	5.5	6,477,234
Establishments that expect to have about the same square footage of space in the next 12 months ₇	92.4	7,962,283	91.1	106,398,106
RELOCATION				
Establishments that relocated within the same city or county ₃	3.9	334,325	2.4	2,819,751
Establishments that relocated to a different city or county, but within the same state ₃	1.3	116,053	0.7	874,160
Establishments that relocated to a different state ₃	0.6	52,014	0.2	239,460
Establishments that did not relocate since the start of the pandemic ₃	94.2	8,112,096	96.6	112,816,301
Establishments that expect to relocate within the same city or county in the next 12 months ₇	2.7	229,532	2.3	2,685,552
Establishments that expect to relocate to a different city or county, but within the same state in the next 12 months ₇	0.7	59,902	0.4	507,174
Establishments that expect to relocate to a different state in the next 12 months ₇	0.6	47,786	0.2	262,941
Establishments that do not expect to relocate within the next 12 months ₇	96.1	8,277,268	97.0	113,294,004
SUPPLEMENTING WORKFORCE WITH WORKERS NOT ON THE PAYROLL				
Establishments that started or increased their use of independent contractors, freelancers, or consultants ₈	5.9	508,535	5.8	6,816,832
Establishments that started or increased their use of temporary help agency workers ₈	3.0	261,149	11.5	13,424,163
Establishments that started or increased their use of companies that provide contractors or subcontractors ₈	1.4	122,611	4.4	5,109,315
Establishments that started or increased their use of online platform companies that arrange assignments for workers through an app and collect a commission from establishments for each task/job workers do ₈	0.8	66,099	0.9	1,030,645
Establishments that did not start or increase their use of any of the types of workers specified in results 14.1-14.4 ₈	91.0	7,843,075	83.8	97,827,595
Establishments that started or increased their use of at least one of the types of workers specified in results 14.1-14.4 ₈	9.0	771,412	16.2	18,922,076

Table 1: Business response to the coronavirus pandemic 2021 - Total U.S., private sector for all results 1 2 -- Continued

Result	Percent of establishments	Number of establishments	Percent of employment in establishments	Employment in establishments
SUPPLEMENTING WORKFORCE WITH WORKERS NOT ON THE PAYROLL - Continued				
Establishments that expect to use independent contractors, freelancers, or consultants when the coronavirus pandemic is over ₄	11.4	977,834	11.7	13,663,727
Establishments that expect to use temporary help agency workers when the coronavirus pandemic is over ₄	4.0	341,819	14.3	16,656,219
Establishments that expect to use companies that provide contractors or subcontractors when the coronavirus pandemic is over ₄	3.1	268,690	7.7	9,021,863
Establishments that expect to use online platform companies that arrange assignments for workers through an app and collect a commission from establishments for each task/job workers do when the coronavirus pandemic is over ₄	1.2	105,791	1.2	1,384,744
Establishments that expect to use at least one of the types of workers specified in results 15.1-15.4 when the coronavirus pandemic is over ₄	14.8	1,274,214	22.8	26,625,086
Establishments that do not expect to use any of the types of workers specified in results 15.1-15.4 when the coronavirus pandemic is over ₄	85.2	7,340,273	77.2	90,124,586
AUTOMATION				
Establishments that use self-service kiosks (including kiosks to order and pay for food) ₅	2.2	187,952	8.3	9,655,973
Establishments that use voice-recognition-based customer service/automated online chats with customers ₅	0.7	61,119	1.8	2,149,725
Establishments that use automated document analysis and review ₅	1.5	128,936	3.7	4,318,471
Establishments that use industrial robots for building maintenance (including daily cleaning or disinfecting) ₅	0.1	10,157	1.0	1,169,803
Establishments that use industrial robots for assembling goods (including robots that weld, and pick-and-place robots to assemble, select parts, or inspect products) ₅	0.3	29,791	2.2	2,555,805
Establishments that use industrial robots or management systems for packing goods for shipment ₅	0.2	19,560	1.5	1,794,360
Establishments that use automated provisions of physical medical care (such as drawing blood) and physical rehabilitation ₅	0.1	5,831	0.2	249,443
Establishments that use at least one of the types of automation specified in results 16.1-16.7 ₅	4.2	365,440	13.7	15,992,980
Establishments that do not use any of the types of automation specified in results 16.1-16.7 ₅	95.8	8,249,047	86.3	100,756,692
Establishments that started or increased the use of any types of automation specified in results 16.1-16.7 ₃	1.8	153,791	4.2	4,897,779
Establishments using at least one of the types of automation specified in results 16.1-16.7 that started or increased their use since the start of the coronavirus pandemic ₃	31.2	245,924	32.4	8,448,727
DRUG AND ALCOHOL TESTING				
Establishments that are drug testing or alcohol testing new applicants or current employees ₅	16.1	1,390,579	41.0	47,855,648
Establishments that reduced or delayed drug or alcohol testing for new applicants or current employees ₃	2.0	171,377	5.5	6,437,950
Establishments drug or alcohol testing new applicants or current employees that also reduced or delayed drug or alcohol testing ₃	7.9	128,061	9.9	5,678,699

Table 1: Business response to the coronavirus pandemic 2021 - Total U.S., private sector for all results ^{1 2 --}
Continued

Result	Percent of establishments	Number of establishments	Percent of employment in establishments	Employment in establishments
COVID-19 LOANS OR GRANTS				
Establishments that received a federal or state government coronavirus-related loan or grant tied to re-hiring or maintaining employees on the payroll AFTER January 1, 2021 ⁹	35.8	3,080,655	29.8	34,813,405
Establishments that received any type of coronavirus-related loan since the onset of the pandemic and the loan has been converted to a grant ³	54.0	3,764,123	48.3	47,440,829

¹Total U.S., private sector includes the 50 states, District of Columbia and Puerto Rico

²Data collection took place from July 27 - September 30, 2021

³Reference: Since the start of the coronavirus pandemic

⁴Reference: When the coronavirus pandemic is over

⁵Reference: At the time of data collection (July 27 - Sept 30, 2021)

⁶Reference: Because of the coronavirus pandemic

⁷Reference: In the next 12 months

⁸Reference: At any time during the coronavirus pandemic

⁹Reference: After January 1, 2021